

NAVY

RECRUITER

Magazine for Navy Recruiters

October 2004

Accessing higher
quality applicants

Enhancing diversity

Reaching the
college market

The Year Ahead

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NAVY RECRUITER



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(NRD Montgomery)

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FY05: A glimpse of the year ahead

October opens the door on fiscal year 2005 (FY05). Our mission – to recruit the best and brightest young people in the nation – remains unchanged. However, our approach in the year ahead must be even more focused on seeking high quality applicants, especially those with college credits, and greater numbers of minority candidates for officer programs.

To better reach our potential recruits, we in recruiting must thoroughly understand what makes people tick – not just those in our target audience, but also their parents, families, and other influencers. Research shows that today's young people, collectively called the Millennial Generation, want the chance to make a difference in the world. Many of the traits that characterize Millennials echo the Navy's core values, making them particularly likely to succeed at careers in the Navy. They are patriotic, optimistic, ambitious, and technologically savvy. They value education and diversity, have high ideals

and a strong moral compass, and want to be part of a group, while retaining their individuality.

The challenge for Navy Recruiting is to show these young people, their families, and other centers of influence that the Navy is a viable pathway to personal and professional growth and development. Whether applicants are looking for additional education, specialized technical training, travel and leadership opportunities, or all of these benefits, the Navy has plenty to offer.



Photo by JO1 Sonja Chambers

Rear Adm. Fowler speaks to command master chiefs and chief recruiters at the Senior Enlisted Training Symposium held in Millington, Tenn., Aug. 17-20. The symposium gave CMCs and CRs from all over the country the opportunity to gather and share information.

Getting that message to both our target market and their families and influencers is a communica-

relocating our training resources to

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Rear Adm. Jeffrey L. Fowler
Commander, Navy Recruiting Command

tions task we will be tackling from all fronts during the year ahead. Our advertising agency is actively developing materials designed to resonate with both our target market and their influencers. We're asking our Friends of the Navy organizations and Navy leadership to spread the message of Navy opportunities and benefits through speeches and personal contacts, and we're urging Fleet Sailors to tell their stories of service and how that service has helped them develop personally and professionally. We also will be expanding our cyber recruiting efforts since nearly 80 percent of our officer accessions now come from the Internet, and we are

FOWLER from page 3

Headquarters so we can make training flexible enough to respond quickly to the needs of our field recruiters.

Navy Recruiting enjoyed a very successful year during 2004. Not only did we set a record for consecutive months of attaining our national accession and new contract goals, we made tremendous strides toward integrating reserve and active program recruiters through Operation Single Force (OSF). Operational control (OPCON) for all six Naval Reserve Recruiting Areas (NRRAs) now resides with our four respective geographic Navy Recruiting Regions (NRRs). Additionally, Reserve program recruiters located within NRRs North and South now report directly to the Navy Recruiting Districts (NRDs) in which they are located. In the months ahead, we'll mark several other significant milestones in our recruiting consolidation initiative. On Apr. 1, 2005, Reserve program recruiters in NRRAs Central, South, West, and Pacific will report to the cognizant NRDs. Some Reserve program recruiters in NRR West have been placed on additional duty (ADDU) status to NRR Central beginning October 2004 to facilitate interim geographic alignment and will shift to their respective NRDs in April. Within the guidance provided by the OSF Operations order, Regional commodores are independently setting the pace of integration of NRD zone supervisors within their regions, with a goal of integrating zones, recruiters, and storefront stations during the year ahead. In the interim, active and reserve program recruiters, zone supervisors, and recruiters-in-charge (RINCs) need to familiarize themselves with each other's programs, objectives, and standard business practices to make Navy Recruiting Command a truly

seamless organization.

Although an organizational realignment proposal that could eventually yield 26 NRDs and two regions is being examined, that process remains in the proposal phase. However, those studies are triggering some changes to the geographic boundaries of a few NRDs and NRRs. Change is never easy, and organizational changes can be complicated. Nevertheless, I believe these adjustments will benefit recruiters, districts, regions, and the Navy. These changes have been studied and their implementation planned to ensure minimal disruption to recruiting personnel and to avoid jeopardizing our recruiting mission.

Attaining our accession goals and streamlining a consolidated command are only parts of the FY05 challenge. We must concentrate on seeking the highest quality recruits, increasing the number of minority officer candidates, and maintain-

ing a healthy, well-prepared Delayed Entry Program (DEP) pool. We must demonstrate for applicants and their influencers that the Navy is the employer of choice among the uniformed services. Our message to them, as Admiral Clark has phrased it, is that you've "got to be *somebody* to get in and stay in" the Navy. I encourage each of you to stay focused on winning the battle for people throughout the year ahead. Keep charging, shipmates.



Photo by MMC(SS) John Evans

Rear Adm. Fowler presents AMEC(AW) Gregory Ferris with a Navy and Marine Corps Commendation Medal during a visit to NRD Denver.



Photo by PHC(NAO) Chris Desmond

Vice Adm. Gerald L. Hoewing, Chief of Naval Personnel, addresses National Naval Officers Association workshop attendees Aug. 4. Rear Adm. Fowler listens in the front row of the conference held on Naval Support Activity Mid-South.



Senior Enlisted Training Symposium reaches CNRC

Taking the Leap from Good to Great was the theme of the recently hosted Senior Enlisted Training Symposium in Millington, Tenn. By all accounts, it was a remarkable symposium. Rear Adm. Fowler's commitment to the devel-

op-ment and leadership of the senior enlisted leaders in Navy

Recruiting Command raised the level of both expectation and participation. Leading from the top, Admiral Fowler addressed the group and personally trained from *Good to Great* (Collins, 2001).

Charlie Tyrian from Keep Charging Enterprises, LLC, did an awesome job motivating the

group with motivational training from *Rhinoceros Leadership*.

He focused on a theme of "It Begins with You" and had many requests from various districts for continued training.

Another highlight of the symposium was the presentation

from the Fleet Master Chiefs. Fleet Master Chiefs Rodriguez and Heffernan shared "Big Navy"

Photo by PH3 Joseph Buliavac

issues and answered lingering questions about the Navy of the 21st century. Their presentation was a first for this type setting, and the feedback overwhelmingly supported their return for future training opportunities.

The list goes on and on for the great speakers who addressed the group. PNCM

ABOVE: CNOCM(AW/SW) Evelyn Banks, CNO Directed Command Master Chief (left), listens to Atlantic Fleet Master Chief(AW/SW) B.L. "Buck" Heffernan Jr. (right) with Pacific Fleet Master Chief(SW/AW) Manuel C. Rodriguez at the Senior Enlisted Training Symposium Aug. 19. RIGHT: CNRC command master chiefs from all over the country attended the conference. The chief recruiters from each district also attended.



CNOCM(AW/SW) Evelyn Banks
CNO Directed Command Master Chief

Smallwood from PERS 4811A cut to the basics on selection boards and provided us with a wealth of information on what we need to do to help advance and promote our Sailors. Our Command Master Chiefs and Chief Recruiters will be taking this valuable information back to the field to ensure our Sailors get the best opportunities for advancement.

The greatest end result of this symposium was a unified commitment from attendees to continue moving this organization from Good to Great!



Photo by PH3 Joseph Buliavac

“The Fighting McIntyres” of NRD Montgomery enlist

NRD Montgomery

After 20 years of marriage, successfully raising two children and years as the owner of a successful heating and air business, Kerry and Angela McIntyre had come upon a crossroads of sorts where they were determined to provide service to their country.

Their youngest child, Brandi, 18, was preparing to graduate from high school and had expressed some interest in military service. Her father, Kerry, served honorably in the Army during the late 80's and early 90's, followed by a brief stint in the Army Reserve before his unit was deactivated. He contacted local recruiters on his daughter's behalf, quickly zeroing in on the Navy as the service of choice.

In a matter of days, CSC Wendy Chunn, NRS Gadsden RINC, accompanied MM2 Randall Speakman on a home visit with the McIntyre's. The entire family quickly became immersed in Navy tradition and enthusiasm. On the eve of Brandi's graduation in May 2004, Speakman engaged in a conversation with her father, Kerry, who expressed a personal interest in naval service, but did not believe he was eligible. Speakman quickly contacted his RINC and Zone Supervisor, NCC Jerry Rainey (one

of two district Full Time Support (FTS) Zone Supervisors) about Reserve programs.

Rainey referred Kerry to CM2 Tammy Dutton, a local Reserve Programs recruiter from Navy & Marine Corps Reserve Center Bessemer, Ala. Dutton conducted Kerry's initial interview. Initially, his wife, Angela, was apprehensive about her husband's interest in military service, but Kerry reminded her, “You're trusting the Navy enough to allow our son and daughter to join.”

It wasn't long before Angela gained interest in Navy programs and entered the Reserve herself.

James “Kerry” McIntyre completed his first drill weekend on Aug. 7-8, enjoying his indoctrination into the Navy and the opportunity to once again serve his country. His namesake and son, James K. McIntyre, II (“Jamie”), 19, who auto-qualified for the Nuclear Field and lost 70 pounds as a former high school football star in order to enlist, departed for Recruit Training Command in September. He will be followed in February 2005 by his sister, Brandi, recognized around town as the team mascot for baseball's famed Birmingham Baron's.

The McIntyre Family is responsible for a total of six referrals to Navy active and



Photo courtesy of NRD Montgomery

The family of four, dubbed “The Fighting McIntyres,” all enlisted in the Navy - Brandi and Jamie in the active component and Kerry and Angela in the Naval Reserve. Cmdr. Greg LaFave, CO of NRD Montgomery, swears in Brandi, Kerry, Angela and Jamie along the Coosa River in Gadsden, Ala., Aug. 10.

Reserve programs, and they remain enthusiastic about this unique experience to serve in a “total team” capacity as a part of NRD Montgomery.

“It is likely that none of this would be possible, certainly not in the same manner, if not for the CNRC and CNRRC Consolidation at the district level,” said Cmdr. Greg LaFave, CO of NRD Montgomery. “The combined efforts of this great team, energized by

the actions of a Zone Supervisor, two station RINC's and numerous active and Reserve program recruiters, epitomize the possibilities and opportunities present in just such an environment,” said LaFave. “Not only is this a “win-win” for NRD Montgomery, but for the nation as a whole, highlighting the achievements of Navy/Naval Reserve recruiting!”



Photo by PHC(NAO) Chris Desmond

NNOA Conference

Adm. Vern Clark, CNO, speaks with members of the National Naval Officers Association (NNOA) during their annual conference held at Naval Support Activity Mid-South Aug. 3-6. The NNOA actively supports the Sea Services in recruiting, retaining and developing the careers of minority officers. The NNOA provides professional development and mentoring for its members.

CO's Secretary hits 30 years and 50th gold wreath

**Story by JO1 Eric M. Franklin
NRD Ohio**

Thirty-six years ago, a young Barbara Sadvary and her high school classmate were pondering the possibilities of serving their country and the U.S. Navy. Sadvary's friend eventually made the decision to attend Bible college, while Sadvary went into civilian service for the government.

Thirty-four years later, Barbara "Davis" is still doing what she contemplated in high school, serving her country and the Navy. Davis was awarded her 50th gold wreath July 22 by Rear Adm. Jeffrey L. Fowler, Commander, Navy Recruiting Command.

"I was excited to get it," said Davis. "It's rare for a civilian to get

50 gold wreaths, and even rarer to have the flag officer who signed the Letter of Commendation personally present it to you."

Fowler was on a visit to NRD Ohio at the same time Davis was to

receive her 50th wreath and the personalized note he wrote for the award. It was one of many awards he presented to NRD Ohio recruiters and support personnel that day.

"When I walked up to receive my Letter of Commendation he looked at me and said "So, you're the one,"



Photo by JO1 Eric Franklin

Rear Adm. Fowler presents Barbara Davis with her 50th gold wreath award during his visit to NRD Ohio. Davis has been the CO's secretary at NRD Ohio for 30 years.

laughed Davis.

Davis has been the Commanding Officer's secretary at NRD Ohio for 30 years. When she took the job, the district was named NRD Columbus and it shared half the state with NRD Cleveland. The merger of the two NRDs is just one of many changes

See 30 YEARS page 10



Photo by JO1(SW) Joshua Hudson

DEP Picnic

Assistant Fire Chief Ken Rhaods shows DEPpers the proper use of firefighting equipment preparing them for firefighting training they will receive at RTC. DEPers attended training at the annual NRD Pittsburgh DEP Picnic sponsored by the local Navy League July 16. The event is held annually at Naval Supply Depot Mechanicsburg, Penn., in July for all DEPers on the East Side of NRD's district, and in August at the Air Force Reserve TAG 911 base, Pittsburgh, for the West Side NRD DEPers. The annual event traditionally draws from 60-100 DEPers and family members and gives them a chance to meet veterans and Sailors in the fleet and just spend some time with them as shipmates.



Photo by Lt. Jim Ryals

Tuskegee Airmen National Convention

Cmdr. Tony Boex, CO of NRD Omaha (left), and Rear Adm. Arthur Johnson, Commander, U.S. Naval Forces Marianas, attend the 33rd Annual Tuskegee Airmen National Convention in Omaha, Neb., Aug. 2-8. The event, hosted by the U.S. Air Force, was attended by more than 2,000 servicemembers. Johnson participated in a leadership panel discussion, which included several flag officers from other services. He gave a brief on his position as Commander, U.S. Naval Forces Marianas, his duties and responsibilities as a flag officer and naval leadership. He also spoke with several groups of students at the Navy's exhibit booth.

Recruiters look to raise the bar in FY05

**Story by JO2 Chris Conklin
CNRC**

As the Navy looks to reduce its force by 60,000 by the beginning of the next decade and reserve billets are expected to be cut by 15,000 over the next two years, Navy recruiters are on point trying to find the best and most qualified applicant to fill the need for a more proficient Sailor of the future.

The recent success of Navy Recruiting Command has made this task a little easier, but with the renorming of the ASVAB which allows the test to better classify new applicants in Navy jobs, recruiters may have to look a little harder for that new Sailor who qualifies for a technical rating.

"With ASVAB renorming, it's going to look like our AFQT quality will drop," said Ed Kearn, Director of CNRC's Plans, Analysis and Research Department. People we recruit may now have lower scores on the ASVAB."

Recruiters who used to be able to gauge how an applicant would score on the ASVAB through a pre-test now find it

"With 'Right-sizing' going into play for the future of the Navy and more technical expertise needed to man the fleet, we are going to need to find higher quality individuals."

**- EMC(SW/AW) Mitch Perkins,
RINC of NRS Quincey, Ill.**

Mitch Perkins, RINC of NRS Quincey, Ill. "But we are being more selective. We are shifting to a higher-quality DEP pool that

reduces attrition and helps new Sailors make it through their first [enlistment]. This is not a mandate, but CNRC is definitely leaning that way for the future," he said.

CNRC is also looking for more high school graduates, applicants with college experience and more applicants in Test Category I-III A.

So as the Navy looks to accomplish what it calls right-sizing of the fleet, recruiters now and in the foreseeable future will continue to raise the bar for the Navy's quality of recruits.

"With 'Right-sizing' going into play for the future of the Navy and more technical expertise needed to man the fleet, we are going to need to find higher quality individuals. The Navy of the future will not be able to function if recruiters do not raise the bar," said Perkins.

difficult how to judge how an applicant will do.

Due to the success of recruiting in the past, recruiters are seeing the trends in recruiting changing as well.

Although recruiters still entertain all applicants, Perkins said that recruiters have the opportunity to be more careful in who will man the fleet in the future.

"We are not necessarily keeping applicants from enlisting in the Navy," said EMC (SW/AW)

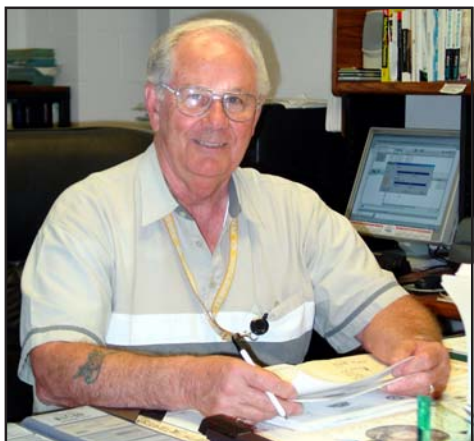


Photo by JO1 Sonja Chambers

Bob Taylor, who works for Naval Support Mid-South MWR Department, visited USS Harry S. Truman (CVN 75) recently to see how the Navy has changed. Taylor retired from the Navy in 1978 and set out to show retirees that shipboard life is not the same as it was 30 years ago.

Life is different out there

Navy retiree returns to sea nearly 30 years later

**Story by
JO1 Sonja Chambers
CNRC**

The Navy is constantly changing. New instructions, policies and lifestyle changes come out every day altering the way Sailors do business, but how do retired Sailors know what changes have taken place?

Bob Taylor, who works for the Naval Support Activity Mid-South MWR Department,

is a retired Sailor who set out to bring some of those changes to light.

"Working around the Navy for the past 25 years, I had heard about the many changes that have taken place regarding life aboard Navy ships," he said. "As I recall, quality of life was not part of any dialog I took part in while serving aboard four different carriers between 1958 and 1975," Taylor

See TAYLOR on page 14



Photo courtesy Cornell Galloway

The National Call to Service Program has some changes for FY05. The program is looking for male hospital corpsmen to be combat medics. The program basically remains the same, but with an increased goal, more shipping dates and more ratings eligible for NCS.

CNRC announces National Call to Service changes

**Story by
JO1 Sonja Chambers
CNRC**

The National Call to Service Program (NCS) has some upcoming changes for FY05.

The program itself remains the same, giving applicants an alternative to the traditional four-year enlistment, with recruits incurring a 15-month active duty obligation following RTC and A-school. After fulfilling their initial obligation, recruits may reenlist for additional active duty service or transfer to the Selected

Reserve for a 24-month obligation as a drilling Reservist.

Recruiters like the program because it gives different options to applicants.

"I think the program is great because it gives applicants the option of less time in, and they are more apt to join," said AO2(AW) Ryan Monahan, RINC of NRS Manchester, N.H. "The program is very popular around the area. I speak with people all the time who think the program is great. They can see if they like [Naval service] and then decide

whether they want to stay in," he said. "It also gives them a good opportunity to join and serve for a short amount of time and get maximum benefits."

The changes for FY05 include an increased goal, more shipping dates and more ratings eligible for NCS. CNRC is looking for 2,000 NCS recruits for the next year up from the 1,000 needed in FY04. DEPPers will also ship to RTC during all months of the year.

"This year NCS recruits shipped only during the summer months," said Cmdr. Glen Kaemmerer, Director of Enlisted Programs.

Ratings eligible for NCS have expanded. Thirteen ratings were included in the FY04 program. FY05 includes 23 ratings.

"Most of the ratings last year were aviation rates," said Kaemmerer. "This year they are mainly Seabee ratings."

Also the main push for FY05 is male corpsmen.

"The Reserve needs male corpsmen to become combat medics (8404

qualified)," Kaemmerer said. "Reservists have to have 84 days of active duty time before they can deploy. So if a person is brought in non-prior service, it may take a couple of years to get enough time to be deployable," he said. "This program is satisfying that need because NCS recruits are on active duty through RTC and A-school. That is more than 84 days, so when they come off active duty, they are ready to deploy with the Reserve."

FY05 National Call to Service Ratings

Builder
Construction Electrician
Construction Mechanic
Culinary Specialist
Dental Technician
Engineering Aide
Electrician's Mate
Engineman
Equipment Operator
Hospital Corpsman
Interior Communications
Electrician
Intelligence Specialist
Information Systems
Technician
Master-at-Arms
Machinist's Mate
Mineman
Operations Specialist
Personnelman
Ship's Serviceman
Storekeeper
Steelworker
Utilitiesman
Yeoman

Navy Recruiting Stats

FY	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>
Enlisted Goal - Active	52,524	55,000	53,520	46,150	41,065	39,700
<i>Enlisted Accessions - Active</i>	<i>52,595</i>	<i>55,147</i>	<i>53,690</i>	<i>45,855</i>	<i>41,076</i>	
Enlisted Goal - Naval Reserve	20,455	18,410	15,250	15,000	12,000	11,000
<i>Enlisted Accessions - Naval Reserve</i>	<i>15,627</i>	<i>14,907</i>	<i>15,342</i>	<i>15,355</i>	<i>12,772</i>	

As of Sep. 15

As American as baseball, hot dogs, apple pie and the U.S. Navy

Story by
JOC (SQ/SW) Kelly Firebaugh
NRD St. Louis

On Aug. 19, eighty-one young men from across the Midwest and Midsouth took the field at Busch

Stadium in St. Louis as the Cardinals headed against the Pittsburgh Pirates. These

young men were not wearing a glove or batting helmet,

though. They were wearing shirts and hats identifying them as members of the Navy's 46th Annual Cardinal Company.

Since 1958, the Cardinals and NRD St. Louis, in conjunction with the St. Louis Council of the Navy League, have worked together enlisting a company comprised of recruits from the district and marching them onto the field during the pre-game activities to the cheering of thousands of Cardinals fans. The 2004 company held the crowd in awe as special enlisting officer, Cmdr. Glen Kaemmerer, the National Enlisted Program Accessions Officer, and O'Fallon, Ill. native, administered the oath of enlistment to America's newest Sailors.

The morning of the 19th came with beautiful skies and humid weather. The young men were

issued their bright red Cardinal Company shirts and hats and began their hike to the Soldiers Memorial in downtown St. Louis for a short family ceremony and a tailgate picnic.

As game time drew near, the



Photo by JOC(SQ/SW) Kelly Firebaugh

Cmdr. Glen Kaemmerer, the National Enlisted Program Accessions Officer, administered the oath of enlistment to members of the Navy's 46th Annual Cardinal Company in St. Louis Aug. 19. NRD St. Louis and the St. Louis Council of the Navy League work together to form the Cardinal Company, which is comprised of recruits from the district.

city to Busch Stadium, to the delight of the local population.

As the cadets led the company onto the field, the crowds in the stands cheered the new Sailors. At home plate, Kaemmerer; Cmdr. Steve Jaeger, Commanding Officer of the recruiting district; other district personnel and members of the local Navy League joined members of the Cardinals' organization, including radio personality John Ulett and team mascot, Fredbird, for the ceremony.

The crowd fell silent as Kaemmerer administered the oath of enlistment and thundered applause upon the new Sailors as they finished.

As the pre-game festivities came to an end and the battle of the two major league teams began, the 81 recruits joined their

company formed up into ranks behind the Navy Sea Cadet Color Guard escort and marched down the streets of the

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she has seen the past three decades.

"I've been through 16 commanding officers and many policy changes, including changes in the qualifications for wreaths," stated Davis.

"At one time support personnel received a gold wreath every six months, then another time they were given silver wreaths to distinguish them from the recruiters."

Davis' longevity at NRD Ohio isn't as rare as the fact that she has chosen to stay in the same job for so long.

"A lot of other General Service (GS) jobs have come along that would have paid more money," said Davis. "But if you're happy with what you do, more money doesn't mean that you'll be happier somewhere else."

When asked if she plans to retire when she is eligible in March 2007, Davis replied "probably not."

"I like what I do plus I get to meet a lot of people from different walks of life and hear about where they are from and where they have been. As long as my husband and I are happy here in Columbus (Ohio) I will stay at NRD Ohio."

families and friends one last time to enjoy America's pastime before boarding their buses for Recruit Training Command at Great Lakes Naval Training Center.

NRD Raleigh recruiter does double duty as Sailor and beauty queen

**Story by
Wendy Covington
NRD Raleigh**

One Sanford, N.C., Navy recruiter not only does a good job tackling the challenges of recruiting...she looks good doing it as well.

DC2 Andrea Ray recently participated in the "Glamour Modeling Pageant" held in Research Triangle Park, N.C., May 23. The pageant required contestants to model two outfits, one casual and

one formal. Ray said this pageant was challenging, because she was a novice on the catwalk.

"We had to walk across the stage and pose in front of the judge. I had no idea how to walk," Ray said. Despite her inexperience, she still managed to impress the judges well enough to win the award for "Modeling." The "Modeling" award was based on how a contestant looked and modeled her outfits. The pageant

also chose a first, second and third place winner, as well as giving awards for "Best Talent" and "Most Photogenic."

As a result of winning the "Modeling" award, Ray was one of three contestants in the entire state to be

the 30-year-old recruiter said. "I participated in this pageant just for fun.

I got sent an application in the mail, and I just said, 'Why not? I can fill this out and send a couple of pictures,' she



Photo courtesy of DC2 Andrea Ray

DC2 Andrea Ray, an NRD Raleigh recruiter, poses with her award for "Modeling" she won at the "Glamour Modeling Pageant" in Research Triangle Park, N.C., May 23.

of-fered one-year contracts with the "Young Faces" agency in Philadelphia. Ray can accept the contract, as long as it doesn't interfere with her recruiting duties.

"I wanted to be a model when I was young, but I changed my mind as I got older,"

said. "The worst they can do is say 'no!'"

As a part of being offered the contract, her picture will be published in a book. Companies such as Harley Davidson, Proctor and Gamble, L'oreal and others use the book to choose models to advertise their products.

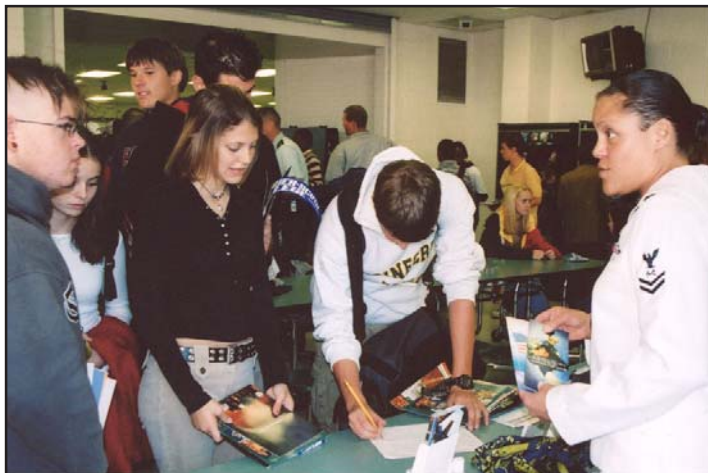


Photo courtesy of DC2 Andrea Ray

DC2 Andrea Ray, a Sanford, N.C., recruiter, speaks with students at a local high school. Ray participated in the "Glamour Modeling Pageant" in Research Triangle Park, N.C., May 23. She won the "Modeling" award and got offered a one-year modeling contract.

Upcoming NASCAR Events featuring the No. 14 Navy "Accelerate your life" Chevrolet Monte Carlo

9 Oct.
15 Oct.
23 Oct.
30 Oct.
6 Nov.
13 Nov.
20 Nov.

Mr. Goodcents 300
SpongeBob SquarePants Movie 300
Sam's Town 250
Aaron's 312
Basha's Supermarket 200
BI-LO 200
Ford 300

Kansas City, Kan.
Charlotte, N.C.
Memphis, Tenn.
Atlanta, Ga.
Phoenix, Ariz.
Darlington, S.C.
Miami, Fla.

Outpour of support for NRD Miami after Hurricane Charley

**Story by
JOC Sandra Ramirez
NRD Miami**

In the aftermath of Hurricane Charley, NRD Miami personnel witnessed more than ever what true camaraderie is.

As Hurricane Charley was predicted to make landfall in Tampa, Fla., on Aug. 13, all NRD Miami stations on the west coast of Florida were closed on Aug. 12 in preparation for the approaching storm. On Friday the 13th, the hurricane unexpectedly turned eastward and impacted the district lower on the peninsula. The rain and 140 mph winds were felt in NRS Naples, South Fort Myers, Cape Coral and Port Charlotte. As the storm moved northeastward through the state, its effects were also felt at NRSs Lakeland and Winter Haven.

After the storm, damages were assessed, and NRS Port Charlotte was the only office to suffer water intrusion damages, while NRSs Winter Haven, South Fort Myers and Cape Coral all experienced losses of electricity. More importantly, however, no NRD Miami personnel or family members suffered injuries. Unfortunately, though, a few NRD personnel suffered home damage, and several experienced weeks-long loss of power and potable

water.

The rented home of AE1(AW) Jose L. Cardenas of NRS Port Charlotte sustained roof damage and water

Sailors and civilian personnel not directly affected by the hurricane immediately went above and beyond the call by offering their support in

any way possible and by donating much-needed items, such as bottled water, canned goods, diapers and baby wipes to their shipmates and families.

"I thank everyone

who supported our Sailors on the west coast affected by the disaster of Hurricane Charley," said NCC Todd J. Chait, Zone Five supervisor. "It made a great impact on the quality of life of all concerned. We truly appreciate the generosity and prayers."

District personnel also conducted fundraisers, including barbecues and bake sales, to help their shipmates and the local community. About \$750 was raised.

"Our office personnel donated juice, cookies and other baked goods," said PNC(SW/AW) Tyrone M. Blockton of the Navy



Photo by JOC Sandra V. Ramirez

NRD Miami military and civilian personnel immediately went above and beyond the call soon after Hurricane Charley made its way through the southwest coast of Florida. Personnel conducted fundraisers, including barbecues and bake sales, to help their shipmates and the local community. About \$750 was raised. Personnel also donated much-needed items, such as bottled water, canned goods, diapers and baby wipes.

intrusion, and his private vehicle sustained extensive damages.

"Luckily, my in-laws live in Bradenton, which is about 50 miles from the recruiting station, so my family and I are staying there," he said. "My landlord is fixing up our place, and we should be back home in a little over two weeks. As far as the command, I have only received outstanding support. From supplies to constant calls and visits from my zone supervisor to the C.O., everyone has gone to every extent to give me and my family tremendous support, and I just can't thank everyone enough."



Photo courtesy of American Red Cross, Tampa Bay Chapter

YN1(SW/AW) Montessor C. Merril and PNC(SW/AW) Tyrone M. Blockton of the Navy Liaison Office at MEPS Tampa present Jim Martin, CEO, American Red Cross, Tampa Bay Chapter, with a check to help in American Red Cross Hurricane Charley relief efforts.

See CHARLEY next page

Navy establishes diversity directorate

Story from Chief of Naval Personnel

With a clear strategic vision of incorporating diversity into the very fabric of the Navy organization, the Diversity Directorate was established Aug. 2 in a ceremony held outside the Directorate spaces at the Navy Annex.

The new directorate will bolster the Chief of Naval Operations' (CNO) vision to create a sense for everyone that the Navy is committed to their personal growth and development from the moment they begin naval service.

"Leveraging the diversity of all our people makes us more operationally capable by cultivat-

ing all our differences...to help us make better decisions...decisions that, in turn, make us more agile, more flexible and more effective," said Vice Adm. Gerry Hoewing, Chief of Naval Personnel. "I am proud of our commitment to diversity and feel strongly that our superb readiness today is the direct result of the time and attention we have devoted to improving it."

With this step, the Navy signals to Sailors and civilians that their diversity is valued for the innovative ideas and unique experiences they bring to the fleet.

"The Diversity Directorate's mission is to assist Navy leaders

in creating an environment that encourages and enables our creative and innovative Sailors and civilians to reach their personal and professional potential," said Capt. Syd Abernethy, the new head of the Navy Diversity Directorate in Washington, D.C.

Seeing a direct relationship between diversity and mission readiness, Chief of Naval Operations Adm. Vern Clark added new focus on diversity in his Guidance for 2004. Clark expanded the traditional focus of diversity beyond race and gender, and folded in a Sailor's creativity, culture, ethnicity, religion, skills and talents.



Photo by Damon J. Moritz

Naval Academy Named Hot School

Midshipmen stand for the Oath of Office for graduates entering service as a Navy Ensign during the U.S. Naval Academy class of 2004 graduation and commissioning ceremony May 28. During an interview with Fox News, the editor of "Kaplan's Hottest Colleges Guide" said that the U.S. Naval Academy is the most popular military school. The "Kaplan's Hottest Colleges Guide" is a guide for college bound students with information on the schools their peers are choosing.

CHARLEY from page 12

Liaison Office at MEPS Tampa. "We collected over \$150 from our bake sale to help out our shipmates and their community. The devastation of Hurricane Charley left many people feeling hopeless. Fortunately, through help from this team and many others,

things are getting a lot better. We are happy to do whatever we can to support."

"Our Sailors really went above and beyond to take care of each other," said Cmdr. James P. Vitha, NRD Miami Commanding Officer. "Almost all of our Sailors donated money, water and

canned goods and distributed them to our recruiters, DEPPers and to Red Cross relief efforts. Chief Chait's leadership and concern for his Sailors and their families was especially impressive. I am also appreciative to Navy Recruiting Region South and NRDs Jacksonville,

New Orleans, Ohio and New York. The commodore and their COs all contacted me and offered whatever support they could to our Sailors and the people of Florida. It was great to see so many people from outside the district concerned about the welfare of our Sailors," he concluded.

TAYLOR from page 8

said.

He visited USS Harry S. Truman (CVN 75) recently to see how Sailors' quality of life was aboard ship. Taylor was in the Navy from 1958 to 1975 after serving two years in the Marine Corps.

"In comparing life aboard today's modern carrier to life as I knew it aboard the USS Kearsarge (CVA 33), USS Oriskany (CVA 34), USS Lexington (CVA 16) and USS Coral Sea (CVA 43), I discovered the difference to be astounding."

He went underway with Truman for four days during a 30-day Operational Readiness Inspection. During the inspection, Taylor saw many drills.

"I participated in a man overboard drill and got to watch a fire team put out a simulated fire." After the drills, Taylor had no problem finding his way around the ship.

"The layout of the ship was surprisingly similar. It didn't take me but a day to acclimate myself to the passageway and frame number systems," he said.

In finding his way

around the ship, he got to visit a variety of operational and recreation areas.

"I got to go up to the navigation bridge and meet with Capt. Michael R. Groothusen [Truman's commanding officer]. He showed me some of the advances in equipment. The technology was probably the biggest non-recreation kind of advances that I noticed during the trip," Taylor said.

Being a former air traffic controlman, Taylor wanted to see how air operations had progressed. He got to visit the space during flight quarters.

"Things that we used to do manually with a yellow grease pencil are now done electroni-



Photo by Bob Taylor

The fitness equipment, located in USS Harry S. Truman's gym, gives MM2 Duncan McKeough what he needs to stay in shape. "I'm trying to remember how we 'worked out' back in the old days," Bob Taylor, a retired Sailor, said. "I believe we participated in stores working parties."

cally on a computer," he said. "You no longer have somebody behind the status board, writing backwards with a headset on. Someone is putting it into a computer and the informa-

tion is displayed in all the critical areas.

That cut back on the number of people involved to do this evolution. It was very interesting to see that advancement in the technology."

The ship's store impressed Taylor as well.

"On my previous ships, you stood outside of the store and did business through a window," he said. "The Truman had a large

ship's store that used the Navy CASH system. To me [the CASH system] is one of the better advances in how a Sailor deals with his money.

There was no place on the ship that you could use money. Even the drink machines used the CASH card," Taylor said. "Anytime you carry large sums of money on you, or have it in your locker, there is a certain amount of concern for loss or theft, so I see the CASH

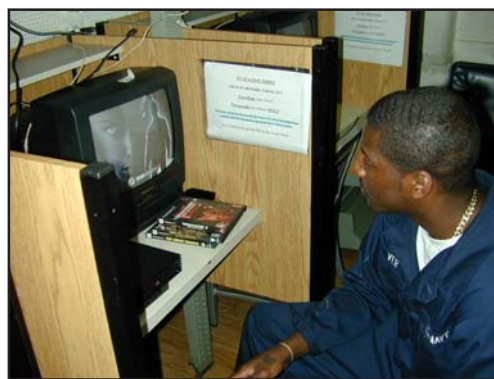


Photo by Bob Taylor

Airman Gregory Weaver uses the television in the library to play video games on his personal Playstation 2. Bob Taylor visited Truman's recreational areas to see how the Navy had improved Sailors' quality of life.

system as a very positive thing. You won't have to worry about your money."

Taylor got his narrative about his experience aboard Truman published in a recent issue of Shift Colors, the magazine for retirees.

"There are retired Sailors out there my age who really have experienced less than desirable conditions aboard ship, and they don't want their children or grandchildren to go through it," he said. "If I can have some affect on that retired person into telling their child or grandchild to listen to the recruiter.

"Let the recruiter do his sales pitch and listen to him. Don't just tune him out because he may have some good things to say. It may be a good experience for that child," Taylor said. "I would hate for people to think the Navy is the same as it was 30 years ago because life is certainly different out there now."



Admiral's Five-Star Recruiters

July 2004



NRD Atlanta
CSI Jerry Richardson
NRS Augusta

NRD Buffalo
AO2(AW) Robert Gray
NRS Schenectady

NRD Chicago
AMI(AW) Matthew Hamm
NRS Merrillville

NRD Dallas
CTR1(AW) Robert Chambers
NRS Plano

NRD Houston
YN2(SW/AW) Cory Bullock
NRS Texas City

FC2 Sedrick Burrell
NRS Lake Charles

DC2(SW) Christopher Cronberg
NRS Huntsville

NRD Indianapolis
AT1(AW/SW) Billy Downing
NRS Bloomington

NRD Jacksonville
MM1 Richard Jackson
NRS Waycross

NRD Kansas City
CTO3 Timothy White
NRS Gladstone

NRD Los Angeles
GSE2 Adam Duranceau
NRS PearlrIDGE

OS2 Federico Olvera, Jr.
NRS Palmdale

NRD Miami
AM2(SW) Paul Willet
NRS Plantation

STS1 Rone Hall
NRS DelRay Beach

NRD Montgomery
CM2(SCW) Tammy Dutton
NMCNCR Bessmer

NC1 William Parker
NRRS Jackson

NRD Nashville
ET2(SW/AW) Luther Brownridge
NRS Huntsville

NRD New England
DC1(SW) Rodolfo Barrera
NRS Worcester

BM1(SW) Ronald Drake
NRS Portland

BM2(SW) Michael Hutchins
NRS Manchester

NRD New Orleans
FC2(SW) Jeffrey Prestwood
NRS Slidell

NRD New York
DK3 Andrew Lo
NRS Flushing

NRD Ohio
ET1 Thomas Gatewood
NRS Chillicothe

SH2(SW) Atini Ransaw
NRS Maple Heights

AT1 Robert Slotter
NRS Athens

NRD Omaha
AO2(AW) Derick Jurgensen
NRS Dubuque

FC1(SW) Jeffrey Karros
NRS Bellevue

NRD Philadelphia
CS2(SW) Christopher Brown
NRS Levittown

NRD Phoenix
AW1(AW/NAC) Jason Vaught
NRS Tucson

ET1(SW) Robert Eastman
NRS Metro

NRD Pittsburgh
BM2 Harry Hladun
NRS Reading

NRD Portland
FC1(SW) Christen Payne
NRS Vancouver

NRD Richmond
HM1 Tara Geuy
NRS Norfolk

CSC(SW) Gregory Gilbert
NRS Suffolk

NRD San Antonio
STG1(SW) Ben Pierson
NRS Round Rock

GSM2 Vince McKenzie
NRS Portland

NRD San Diego
OS1(SW) Jonathan Montoya
NRS El Cajon

CE2(SCW) Rolando Cayetano
NRS National City

SM2 Daniel Lopez
NRS Fontana

FT2(SW) David Schulze
NRS Temecula

GSE2(SW) Ian Delos Santos
NRS Indio

NRD San Francisco
AZ2 Alex Alejo
NRS Visalia

CS1(AW) Ronan Urena
NRS Clovis

SK2(SW/AW) Richard Alvarado
NRS San Mateo

CM2(SCW) David Garibay
NRS San Jose

STG2(SW) Samuel Webster
NRS Carson City

FC1(SW) Frank Bonner
NRS Roseville

NC1(IUSS) Brad Petty
NRS Grass Valley

NRD Seattle
AT1(AW/SW) Ronald Coleman
NRS Marysville

FC1(SW) Ralph Mings
NRS Olympia

Area Northeast
NC1 Andres Martin
NRS Norfolk

NC1 Roanna Escamilla
NRS Norfolk

AM2 Corina Steinborn
NRS Oceana

Area West
NC1 Dale Franks
NRC Kansas City

NC1 Robert Faiola
NRRS Seattle

DK2 Tish Pringle
NRC Tacoma

Area Pacific
NC2 Edward Carullo
NRRS Chula Vista

STG1 Travis Rose
NAVSTA San Diego

Area Southeast
IT2 Ronald Souder
NMCRC Atlanta



Best Stations In The Nation

July 2004

Region South

Small Station
NRS Georgetown
NRD Atlanta

Medium Station
NRS Enterprise
NRD Montgomery

Large Station
NRS Slidell
NRD New Orleans

Region West

Small Station
NRS Las Vegas
NRD San Diego

Medium Station
NRS Visalia
NRD San Francisco

Large Station
NRS Vancouver
NRD Portland

Region North

Small Station
NRS Chambersburg
NRD Pittsburgh

Medium Station
NRS Flushing
NRD New York

Large Station
NRS Manchester
NRD New England

Region Central

Small Station
NRS Corsicana
NRD Dallas

Medium Station
NRS Victoria
NRD Houston

Large Station
NRS Mesquite
NRD Dallas

Reserve Region

Small Station
NMCRC Augusta
Area Southeast

Medium Station
NRRS Ontario
Area Pacific

Large Station
NMCRC Broken Arrow
Area South

The image is a monochromatic blue-toned photograph of a ship's hull. The hull is highly reflective, showing bright highlights and deep shadows. On the right side, there is a circular porthole with a cross-shaped frame. Above it, a small rectangular plate displays the number '6' and some vertical markings. The word 'NAVY' is printed in large, bold, white, sans-serif capital letters across the bottom of the image. The letters have a slight 3D effect with shadows. The background is a dark, textured blue, suggesting the ship's surface and possibly the sky or water.

NAVY